

Introduction

Amnesty International is an organisation that champions human rights and believes in the inherent dignity of people in all their diversity. Our foremost priority is the safety, wellbeing, and protection of the programme participants we work with. Amnesty International will do everything we can to make sure you are enabled to participate in a safe, secure, and meaningful way at our events. To help, Amnesty International has a set of rules to keep all our participants safe called Safeguarding Policy, so we make sure we promote the welfare of all participants and create a protective, and supportive environment free from any abuse and discrimination based on gender identity, expression, ethnicity, age, HIV status, faith, sexual orientation, ability and other identities.

Purpose of the Code of Conduct

Help all participants understand:

1. **How we keep you safe?**
2. **What is expected of you and all participants?**
3. **How to speak up and report any concerns?**

The Code of Conduct applies to all participants at this Amnesty International led event, including all persons attending or involved in any capacity in the event, including delegates, speakers, volunteers, support staff, IS staff and external suppliers. The Code of Conduct supplements, and does not affect, the application of other relevant policies, regulations, rules, and laws, including laws regulating the hotel in which the Amnesty International event will take place.

It is the responsibilities of all participants to ensure a safe environment where everyone feels welcome, safe, and comfortable to share ideas and engage in open discussion. Therefore, participants of Amnesty International events will be asked to:

- Read, Understand and Sign onto this code of conduct prior to attending the event.
- Complete all pre-event briefing activities.

1. How we keep you safe

All Amnesty Employees and Affiliated personnel have agreed on set of rules we must follow to keep you safe; we call this our safeguarding policy. Everyone has also completed a mandatory training before our events.

We at Amnesty International (including staff, volunteers, interns, and external providers) will:

- Not tolerate harassment, exploitation, or abuse of any kind.¹
- Not tolerate discrimination.²
- Always listen to you if you want to talk or need some help (remember we will always take you seriously).
- Always use positive and calm ways of speaking with you.
- Never meet you alone where others can't see you both.
- Never touch you in a way that you don't like.
- Not ask you for any favours or treat you differently.
- Not use our position or role to influence your choices.

- Always ask for your permission to take photos, tell your story or share them with others.
- Tell you in accessible and visible way how to speak up and report any concerns you have.
- Take action to address reports of a breach of the Code of Conduct. ³

2. What is expected of you and all participants?

At Amnesty International, we are committed to do our best to make sure you are safe when you are with us, and how to plan activities that you can enjoy. We strongly believe that by following these principles we can create a space with good vibes!

- **Embrace Diversity:** Our community is made up of people from all backgrounds, abilities, identities, beliefs and experiences. Let's celebrate our differences and respect each other's unique perspectives. No hate speech or discriminatory language allowed.
- **Be Kind and Spread Joy:** We believe in spreading joy at our events. Let's lift each other up during challenging times and celebrate each other's successes and build a kind and caring community along the way!
- **Meaningful Engagement and Participation:** We believe in the importance of people being meaningfully involved within Amnesty International's work at all levels. We don't tolerate tokenism, exploitation, ageism, or patronising language.
- **Communicate Playfully and Peacefully:** Our community is a space where we can connect, act on important issues but also space to be ourselves and have fun. Let's communicate in a way that is playful and respectful of each other'. We stand for peaceful solutions and do not promote or condone any form of violence or threats, including physical or verbal abuse, harassment, or intimidation.
- **Challenge with Compassion:** It's important to have different opinions, but let's keep it respectful. Critique the idea, not the person behind it, and do it with compassion. We can all learn from one another.
- **Build a Liberatory Community:** We believe and practice anti-oppression at Amnesty International. Join us in fighting against any form of oppression and for liberation for all from injustice. We do not allow any form of racism, ableism, sexism, xenophobia, any discrimination based on sexual orientation, gender identity, gender expression, sex characteristics, faith, migration status or any other form of discrimination and hate speech.
- **Inclusive and Empowering Language:** Let's use inclusive language for all including but not limited to respecting people's pronouns, avoiding abbreviations and very long posts and be intentional in recognising and celebrating diversity.
- **Accountability and Responsibility:** We hold ourselves accountable for our actions and take responsibility for our words. Let's be honest, transparent, and open-minded, and be willing to learn from our mistakes.
- **Promote Wellbeing:** Fighting for the world to be a better place, can be lots of fun! At the same time, it can have an impact on your well-being. We hope the Amnesty International events will support your journey to strengthen your self-care and and make us all recognise the need to look after each other as we stand up for digital rights.
- **Confidentiality and Privacy:** We respect the privacy of those who may be vulnerable or at risk. Please do not share confidential information without explicit consent.
- **No means No:** We do not allow any non-consensual touch, physical or sexual and all participants should respect everyone's bodily autonomy and boundaries. No one should abuse their power.
- **Support and Care:** We are a community that cares about each other. Let's support each other and have fun while making positive change!
- **To not use alcohol or drugs:** The use of alcohol and other drugs during any Amnesty International events is prohibited.
- **Speak Up for Each Other:** If you see someone violating these principles, please speak up and report it to any Amnesty International secretariat.

3. How to speak up and report any concerns?

There are many Safe persons at Amnesty International for you to talk to and to ask for help. It doesn't matter if you are just worried or not sure. We will share their information with you in an accessible and visible way during our events. We will take seriously all your worries, we will trust you, we will never judge, and we will only share what you tell us with our Safeguarding Lead unless it is necessary for your safety to contact others.

By signing below, I _____ agree to follow the Code of Conduct at all times during Amnesty International events, projects and programmes.

Signed: _____ Date: _____

A participant who feels that they have been harmed (during travel or during the actual event days) as highlighted above should immediately report to the Safe persons at Amnesty International. If you are not sure whether what you witnessed is a breach or not, kindly reach out to Safe persons at Amnesty International to confirm.

¹ Examples of include, but are not limited to, unwelcome sexual attention, unwelcome visit to a participants hotel room, derogatory or demeaning conduct, personal insults and put-downs; playing practical jokes on someone; spreading rumours or gossip and making false allegations about someone in order to discredit them; using and sharing sexually explicit, lewd, or violent imagery or language, unwanted physical contact (pinching, hugging, rubbing against, patting or purposely brushing against a person), threatening, following or stalking, repeatedly asking for dates or even sex, unwanted or intrusive photos or recordings, conduct that creates an intimidating or hostile environment, and sustained disruption of plenaries or other events.

² Examples include but are not limited to behaviours, gestures, remarks, jokes, or slurs that are offensive or discriminate against a group or class of people based on race, colour, religion, sex, sexual orientation, gender identity or expression, national origin, disability, age, pregnancy, or other identities are strictly prohibited.

³ Actions that might be taken include asking the perpetrator to cease the offending behaviour immediately, removing and denying the perpetrator access to further activities during the event, removing the perpetrator from future Amnesty International activities or take any other action that will remove the risk of further harm for all participants including referral to external actors.